

# **City of Memphis** Pay Plan FY2A July 1, 2023

Prepared by Compensation Service Center, Human Resources Division



#### Dear Colleague:

This pay plan packet includes relevant information regarding pay increases for eligible employees, as well as, non-represented and represented employee workgroups. Each year, we work hard to improve the experience of working with the City of Memphis and find ways to improve the lives of our employees and their families.

I want to thank the Memphis City Council for its continued partnership and for working with us to prioritize this continued improvement in how City government impacts the lives of our employees.

Sincerely,

Hand

**Jim Strickland** Mayor



City of Memphis Employees,

I'm pleased to present the City of Memphis FY24 salary policy and plans that were recently approved by the Memphis City Council. The policy and plans are effective as of July 1, 2023. They reflect our ongoing commitment to be fair and equitable to our existing employees and attractive to new talent.

In addition to keeping wages and working conditions competitive, the Division of Human Resources continually explores ways to refine our employee benefits programs. We strive to provide benefits that have a positive impact on your lives and strengthen your loyalty to our team. Our benefits package is also designed as an incentive to encourage more quality applicants to pursue careers with The City of Memphis.

Please review the FY24 salary policy and pay plans. If you have questions about compensation or the enclosed plans, please don't hesitate to email compensation@memphistn.gov.

Sincerely,

nda I Jouche

**Fonda Fouché** Chief Human Resources Officer



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The following Salary Policy has been approved to be effective on July 1, 2023. The policy includes information regarding the general pay increase, the categories of employees who may or may not be eligible to receive salary increases, adjustments to pay plans, and other related information.

### **Salary Policy**

#### I. GENERAL PAY INCREASE

Eligible employees will receive a general increase effective July 1, 2023 for the following:

- Fourteen percent (14%)
  - Memphis Police Association (MPA) and management-ranked commissioned positions
  - International Association of Firefighters (IAFF) and management-ranked commissioned positions including communication management positions
- Thirteen percent (13%):
  - Communication Workers of America (CWA)
- Four percent (4%):
  - International Brotherhood of Electrical Workers (IBEW)
- Two percent (2%):
  - American Federation of State, County and Municipal Employees (AFSCME)
  - International Association of Machinists and Aerospace Workers (IAMAW)
  - International Union of Operating Engineers (IUOE)
  - Non-Represented employees

#### **II. ELIGIBILITY GUIDELINES**

#### 1. LENGTH OF EMPLOYMENT (PROBATIONARY PERIOD)

Employees will be eligible to receive the general pay increase regardless of length of employment, including those in their probationary period.

#### 2. RECENTLY PROMOTED, DEMOTED, OR TRANSFERRED REGULAR, FULL-TIME EMPLOYEES

Employees who have recently changed their job classification (within the last six months) **will** be eligible to receive the general pay increase.

#### **3. GRANT-FUNDED EMPLOYEES**

For employees whose salaries are grant-funded, a determination will be made by the City division that administers the grant as to whether they will be eligible to receive the general pay increase. Human Resources will administer the increase based on that determination.

#### **4. CONTINGENT EMPLOYEES**

Contingent employees <u>will not</u> be eligible to receive the general pay increase.

#### **5. APPOINTED EMPLOYEES**

Employees in an appointed status (regular, full-time) <u>will</u> be eligible to receive the general pay increase (unless they are included in the commissioned management positions).

**NOTE:** Division Chiefs and Directors <u>will</u> be included in this general increase as determined by the City Council through the budget process as outlined in the Memphis City Charter.

#### 6. ELECTED EMPLOYEES

Elected employees <u>will not</u> be included in this general increase.

Salaries for the Administrative Judge, City Judges, and City Court Clerk will be determined by the City Council through the budget process as outlined in the Memphis City Charter. Any adjustments will be initiated by the divisions and processed by individual transactions approved through the HR system.

#### **III. REVISED PAY PLANS**

Pay plans have been revised effective July 1, 2023, per the approved salary increase. These revisions are intended to attract the best possible job applicants, within budgetary constraints, and to maintain internal and external equity among current employees. In most cases, the decision to revise the pay plans was based primarily upon our review and analysis of current comparable market salary data and upon the city's current financial position.

#### A. REVISED GENERAL PAY PLANS

The salary ranges for General, "E", and IT <u>will</u> be adjusted to 2% to account for the Cost-of-Living Adjustment. The salary ranges for Executive <u>will not</u> be adjusted at this time. Compensation may conduct a salary survey for the next fiscal year to determine if an increase is warranted to include the minimum, midpoint, 104% level, and maximum rates.

#### **B. REVISED SPECIAL MARKET PAY PLANS**

These pay plans are utilized for certain specialized, technical positions and certain supervisory positions to maintain equity above their direct subordinates.

**NOTE:** All special market pay plans for non-represented employees were adjusted to be consistent with the general pay.

#### C. MINIMUM RATE ADJUSTMENTS

The pay rates for regular, full-time employees that are below the minimum rates of the new salary ranges on July 1, 2023, will be adjusted to the new minimum rates.

#### D. PAY RATES AT OR ABOVE THE MAXIMUM RATE

Non-represented employees whose pay rates are approaching, at, or above the maximum of the rate of their salary range will be eligible to receive the general pay increase.

For any questions concerning the July 1, 2023 Salary Policy, you may contact the Compensation Service Center at <u>Compensation@memphistn.gov.</u>

APPROVED BY

nda I. Fouche

Fonda Fouché Chief Human Resources Officer

### Appendix - Pay Increases by Employee Category

| Category                                                                                   | Increase | Notes                                                                                                       |
|--------------------------------------------------------------------------------------------|----------|-------------------------------------------------------------------------------------------------------------|
| Non-Represented                                                                            | 2%       | Additional 2.3% one time bonus approved for<br>Non-Rep employees                                            |
| AFSCME – Main, Code<br>Enforcement, Clerical, Property<br>Evidence, and Survey             | 2%       |                                                                                                             |
| IAMAW/Machinists                                                                           | 2%       |                                                                                                             |
| IUOE – Animal Shelter, Heavy<br>Equipment, Water Treatment,<br>and Construction Inspection | 2%       |                                                                                                             |
| Crafts and IBEW                                                                            | 4%       | \$2,000 retention bonus for Crafts employees who sign agreement to remain at the City through June 30, 2024 |
| CWA – Dispatchers                                                                          | 13%      | Including Management Staff<br>9% retention bonus plus 4% increase = 13%                                     |
| MPA                                                                                        | 14%      | Including Management Staff<br>9% retention bonus plus 5% increase = 14%                                     |
| IAFF                                                                                       | 14%      | Including Management Staff<br>9% retention bonus plus 5% increase = 14%                                     |
| IAFF - Operators                                                                           | 14%      | Including Management Staff<br>9% retention bonus plus 5% increase = 14%                                     |

|              |            | EXEC         | UTIVE PAY    | RANGES       |              |              |
|--------------|------------|--------------|--------------|--------------|--------------|--------------|
| Grade        | Rate Per   | Minimum      | 1st Quartile | Midpoint     | 3rd Quartile | Maximum      |
|              | <u>.</u>   |              |              |              |              |              |
| Executive.24 | Annual     | \$161,188.30 | \$181,336.87 | \$201,485.44 | \$221,634.01 | \$241,782.58 |
|              | Monthly    | \$13,432.36  | \$15,111.41  | \$16,790.45  | \$18,469.50  | \$20,148.55  |
|              | Pay Period | \$6,199.55   | \$6,974.50   | \$7,749.44   | \$8,524.39   | \$9,299.33   |
|              | Hourly     | \$77.49      | \$87.18      | \$96.87      | \$106.55     | \$116.24     |
|              |            |              |              |              |              |              |
| Executive.23 | Annual     | \$134,323.80 | \$151,114.21 | \$167,904.62 | \$184,695.03 | \$201,485.44 |
|              | Monthly    | \$11,193.65  | \$12,592.85  | \$13,992.05  | \$15,391.25  | \$16,790.45  |
|              | Pay Period | \$5,166.30   | \$5,812.08   | \$6,457.87   | \$7,103.66   | \$7,749.44   |
|              | Hourly     | \$64.58      | \$72.65      | \$80.72      | \$88.80      | \$96.87      |
|              |            |              |              |              |              |              |
| Executive.22 | Annual     | \$121,670.12 | \$133,837.08 | \$146,004.04 | \$158,171.00 | \$170,337.96 |
|              | Monthly    | \$10,139.18  | \$11,153.09  | \$12,167.00  | \$13,180.92  | \$14,194.83  |
|              | Pay Period | \$4,679.62   | \$5,147.58   | \$5,615.54   | \$6,083.50   | \$6,551.46   |
|              | Hourly     | \$58.50      | \$64.34      | \$70.19      | \$76.04      | \$81.89      |
|              | •          | ^            | ^            | •            | ·            | •            |
| Executive.21 | Annual     | \$105,800.24 | \$116,380.16 | \$126,960.08 | \$137,540.13 | \$148,120.18 |
|              | Monthly    | \$8,816.69   | \$9,698.35   | \$10,580.01  | \$11,461.68  | \$12,343.35  |
|              | Pay Period | \$4,069.24   | \$4,476.16   | \$4,883.08   | \$5,290.00   | \$5,696.93   |
|              | Hourly     | \$50.87      | \$55.95      | \$61.04      | \$66.13      | \$71.21      |

|       |            |              | E" PAY RAN   | GES          |              |              |
|-------|------------|--------------|--------------|--------------|--------------|--------------|
| Grade | Rate Per   | Minimum      | 1st Quartile | Midpoint     | 3rd Quartile | Maximum      |
|       |            |              |              |              |              |              |
| E 20  | Annual     | \$102,813.36 | \$109,241.08 | \$115,668.80 | \$122,092.75 | \$128,516.70 |
|       | Monthly    | \$8,567.78   | \$9,103.43   | \$9,639.07   | \$10,174.40  | \$10,709.73  |
|       | Pay Period | \$3,954.36   | \$4,201.58   | \$4,448.80   | \$4,695.88   | \$4,942.95   |
|       | Hourly     | \$49.43      | \$52.52      | \$55.61      | \$58.70      | \$61.79      |
|       |            |              |              |              |              |              |
| E 19  | Annual     | \$90,584.26  | \$97,947.33  | \$105,310.40 | \$112,667.36 | \$120,024.32 |
|       | Monthly    | \$7,548.69   | \$8,162.28   | \$8,775.87   | \$9,388.95   | \$10,002.03  |
|       | Pay Period | \$3,484.01   | \$3,767.21   | \$4,050.40   | \$4,333.36   | \$4,616.32   |
|       | Hourly     | \$43.55      | \$47.09      | \$50.63      | \$54.17      | \$57.70      |
|       |            |              |              |              | ·            | -            |
| E 18  | Annual     | \$79,986.14  | \$87,989.07  | \$95,992.00  | \$103,986.35 | \$111,980.70 |
|       | Monthly    | \$6,665.51   | \$7,332.42   | \$7,999.33   | \$8,665.53   | \$9,331.73   |
|       | Pay Period | \$3,076.39   | \$3,384.20   | \$3,692.00   | \$3,999.48   | \$4,306.95   |
|       | Hourly     | \$38.45      | \$42.30      | \$46.15      | \$49.99      | \$53.84      |
|       |            |              | •            |              | ·            |              |
| E 17  | Annual     | \$70,784.22  | \$79,186.51  | \$87,588.80  | \$95,997.85  | \$104,406.90 |
|       | Monthly    | \$5,898.69   | \$6,598.88   | \$7,299.07   | \$7,999.83   | \$8,700.58   |
|       | Pay Period | \$2,722.47   | \$3,045.64   | \$3,368.80   | \$3,692.23   | \$4,015.65   |
|       | Hourly     | \$34.03      | \$38.07      | \$42.11      | \$46.15      | \$50.20      |

|       |            | GEN         | ERAL PAY R   | ANGES       |              |             |
|-------|------------|-------------|--------------|-------------|--------------|-------------|
| Grade | Rate Per   | Minimum     | 1st Quartile | Midpoint    | 3rd Quartile | Maximum     |
|       |            |             |              |             |              |             |
| 16    | Annual     | \$62,779.86 | \$71,409.13  | \$80,038.40 | \$88,670.40  | \$97,302.40 |
|       | Monthly    | \$5,231.66  | \$5,950.77   | \$6,669.87  | \$7,389.20   | \$8,108.53  |
|       | Pay Period | \$2,414.61  | \$2,746.51   | \$3,078.40  | \$3,410.40   | \$3,742.40  |
|       | Hourly     | \$30.18     | \$34.33      | \$38.48     | \$42.63      | \$46.78     |
|       | -          |             |              | ·           |              |             |
| 15    | Annual     | \$55,806.66 | \$63,346.53  | \$70,886.40 | \$78,416.00  | \$85,945.60 |
|       | Monthly    | \$4,650.56  | \$5,278.88   | \$5,907.20  | \$6,534.67   | \$7,162.13  |
|       | Pay Period | \$2,146.41  | \$2,436.41   | \$2,726.40  | \$3,016.00   | \$3,305.60  |
|       | Hourly     | \$26.83     | \$30.46      | \$34.08     | \$37.70      | \$41.32     |
|       |            |             | 1            |             | 1            | 1           |
| 14    | Annual     | \$49,826.66 | \$56,425.33  | \$63,024.00 | \$69,628.00  | \$76,232.00 |
|       | Monthly    | \$4,152.22  | \$4,702.11   | \$5,252.00  | \$5,802.34   | \$6,352.67  |
|       | Pay Period | \$1,916.41  | \$2,170.21   | \$2,424.00  | \$2,678.00   | \$2,932.00  |
|       | Hourly     | \$23.96     | \$27.13      | \$30.30     | \$33.48      | \$36.65     |
|       | _          |             |              |             |              |             |
| 13    | Annual     | \$44,685.16 | \$50,495.38  | \$56,305.60 | \$62,108.80  | \$67,912.00 |
|       | Monthly    | \$3,723.76  | \$4,207.95   | \$4,692.13  | \$5,175.73   | \$5,659.33  |
|       | Pay Period | \$1,718.66  | \$1,942.13   | \$2,165.60  | \$2,388.80   | \$2,612.00  |
|       | Hourly     | \$21.48     | \$24.28      | \$27.07     | \$29.86      | \$32.65     |
|       |            |             | 1            |             | 1            |             |
| 12    | Annual     | \$40,249.56 | \$45,386.38  | \$50,523.20 | \$55,650.40  | \$60,777.60 |
|       | Monthly    | \$3,354.13  | \$3,782.20   | \$4,210.27  | \$4,637.54   | \$5,064.80  |
|       | Pay Period | \$1,548.06  | \$1,745.63   | \$1,943.20  | \$2,140.40   | \$2,337.60  |
|       | Hourly     | \$19.35     | \$21.82      | \$24.29     | \$26.76      | \$29.22     |
|       |            |             | 1            |             | 1            | 1           |
| 11    | Annual     | \$37,318.32 | \$41,986.36  | \$46,654.40 | \$51,313.60  | \$55,972.80 |
|       | Monthly    | \$3,109.86  | \$3,498.87   | \$3,887.87  | \$4,276.14   | \$4,664.40  |
|       | Pay Period | \$1,435.32  | \$1,614.86   | \$1,794.40  | \$1,973.60   | \$2,152.80  |
|       | Hourly     | \$17.94     | \$20.19      | \$22.43     | \$24.67      | \$26.91     |
|       |            |             |              |             |              |             |
| 10    | Annual     | \$35,206.08 | \$39,515.84  | \$43,825.60 | \$48,141.60  | \$52,457.60 |
|       | Monthly    | \$2,933.84  | \$3,292.99   | \$3,652.13  | \$4,011.80   | \$4,371.47  |
|       | Pay Period | \$1,354.08  | \$1,519.84   | \$1,685.60  | \$1,851.60   | \$2,017.60  |
|       | Hourly     | \$16.93     | \$19.00      | \$21.07     | \$23.15      | \$25.22     |
|       |            |             |              |             |              |             |
| 9     | Annual     | \$33,529.60 | \$37,554.40  | \$41,579.20 | \$45,604.00  | \$49,628.80 |
| 5     |            |             |              |             |              |             |
|       | Monthly    | \$2,794.13  | \$3,129.53   | \$3,464.93  | \$3,800.33   | \$4,135.73  |
|       | Pay Period | \$1,289.60  | \$1,444.40   | \$1,599.20  | \$1,754.00   | \$1,908.80  |
|       | Hourly     | \$16.12     | \$18.06      | \$19.99     | \$21.93      | \$23.86     |

### **IT Pay Ranges**

|       |                       |                          | IT PAY RANG           | GES                        |                          |                           |
|-------|-----------------------|--------------------------|-----------------------|----------------------------|--------------------------|---------------------------|
| Grade | Rate Per              | Minimum                  | 1st Quartile          | Midpoint                   | 3rd Quartile             | Maximum                   |
| Τ7    | Appual                | ¢05 200 00               | ¢0/ 07/ 00            | ¢10776000                  | ¢11/ 0C2 00              | \$123,656.00              |
| 1 /   | Annual                | \$85,280.00              | \$94,874.00           | \$104,468.00<br>\$8,705.67 | \$114,062.00             |                           |
|       | Monthly<br>Pay Period | \$7,106.67<br>\$3,280.00 | \$7,906.17            | \$4,018.00                 | \$9,505.17<br>\$4,387.00 | \$10,304.67<br>\$4,756.00 |
|       | Hourly                | \$3,280.00               | \$3,649.00<br>\$45.61 | \$50.23                    | \$4,387.00               | \$59.45                   |
|       | поину                 | \$41.00                  | \$ <del>4</del> 5.01  | φ30.23                     | 334.04                   | JJ9.45                    |
| Т6    | Annual                | \$76,814.40              | \$85,456.02           | \$94,097.64                | \$102,739.26             | \$111,380.88              |
|       | Monthly               | \$6,401.20               | \$7,121.34            | \$7,841.47                 | \$8,561.61               | \$9,281.74                |
|       | Pay Period            | \$2,954.40               | \$3,286.77            | \$3,619.14                 | \$3,951.51               | \$4,283.88                |
|       | Hourly                | \$36.93                  | \$41.08               | \$45.24                    | \$49.39                  | \$53.55                   |
|       |                       |                          |                       |                            | ÷                        |                           |
| IT 5  | Annual                | \$69,222.40              | \$77,009.92           | \$84,797.44                | \$92,584.96              | \$100,372.48              |
|       | Monthly               | \$5,768.53               | \$6,417.49            | \$7,066.45                 | \$7,715.41               | \$8,364.37                |
|       | Pay Period            | \$2,662.40               | \$2,961.92            | \$3,261.44                 | \$3,560.96               | \$3,860.48                |
|       | Hourly                | \$33.28                  | \$37.02               | \$40.77                    | \$44.51                  | \$48.26                   |
|       |                       |                          | •                     |                            |                          |                           |
| Τ4    | Annual                | \$62,337.60              | \$69,352.40           | \$76,367.20                | \$83,382.00              | \$90,396.80               |
|       | Monthly               | \$5,194.80               | \$5,779.37            | \$6,363.93                 | \$6,948.50               | \$7,533.07                |
|       | Pay Period            | \$2,397.60               | \$2,667.40            | \$2,937.20                 | \$3,207.00               | \$3,476.80                |
|       | Hourly                | \$29.97                  | \$33.34               | \$36.72                    | \$40.09                  | \$43.46                   |
|       |                       |                          |                       |                            | <u>.</u>                 |                           |
| IT 3  | Annual                | \$56,160.00              | \$62,478.00           | \$68,796.00                | \$75,114.00              | \$81,432.00               |
|       | Monthly               | \$4,680.00               | \$5,206.50            | \$5,733.00                 | \$6,259.50               | \$6,786.00                |
|       | Pay Period            | \$2,160.00               | \$2,403.00            | \$2,646.00                 | \$2,889.00               | \$3,132.00                |
|       | Hourly                | \$27.00                  | \$30.04               | \$33.08                    | \$36.11                  | \$39.15                   |
|       | <u>.</u>              |                          | <u>.</u>              |                            | <u>.</u>                 |                           |
| IT 2  | Annual                | \$48,401.60              | \$53,846.00           | \$59,290.40                | \$64,734.80              | \$70,179.20               |
|       | Monthly               | \$4,033.47               | \$4,487.17            | \$4,940.87                 | \$5,394.57               | \$5,848.27                |
|       | Pay Period            | \$1,861.60               | \$2,071.00            | \$2,280.40                 | \$2,489.80               | \$2,699.20                |
|       | Hourly                | \$23.27                  | \$25.89               | \$28.51                    | \$31.12                  | \$33.74                   |
|       |                       |                          |                       |                            |                          |                           |
| IT 1  | Annual                | \$40,684.80              | \$45,260.80           | \$49,836.80                | \$54,412.80              | \$58,988.80               |
|       | Monthly               | \$3,390.40               | \$3,771.74            | \$4,153.07                 | \$4,534.40               | \$4,915.73                |
|       | Pay Period            | \$1,564.80               | \$1,740.80            | \$1,916.80                 | \$2,092.80               | \$2,268.80                |
|       | Hourly                | \$19.56                  | \$21.76               | \$23.96                    | \$26.16                  | \$28.36                   |

## SPECIAL MARKET

### Special Market 1 | General Services / Parks - Supervisory

PAY PLAN CODE: Spec Mkt 1

|       | SPI    | ECIAL MARKET 1   GENERAL                   | SERVICES  | PARKS - SUPE | ERVISORY   |             |
|-------|--------|--------------------------------------------|-----------|--------------|------------|-------------|
| Grade | JCC#   | Job Title                                  | Hourly    | Pay Period   | Monthly    | Annually    |
|       |        | 1                                          |           |              | -          |             |
| 16A   | F100FS | MANAGER-FLEET SERVICES                     | \$41.6828 | \$3,334.62   | \$7,224.79 | \$86,700.12 |
| 16B   | F102FF | MANAGER-FINANCE FLEET                      | \$40.2116 | \$3,216.93   | \$6,969.80 | \$83,640.18 |
|       |        |                                            |           |              | 1 ·        |             |
| 13C   | F061PR | GEN FOREMAN - PROPERTY<br>MAINT            | \$41.6828 | \$3,334.62   | \$7,224.79 | \$86,700.12 |
|       | F070BF | BUILDING MNT FOREMAN                       |           |              |            |             |
|       |        |                                            |           |              |            |             |
| 12C   | F070AM | FOREMAN - AUTO MECHANIC                    | \$39.2309 | \$3,138.47   | \$6,799.81 | \$81,600.22 |
|       | F061GL | GEN FOREMAN - GROUNDS<br>MNT & LANDSCAPING |           |              |            |             |
|       |        |                                            |           |              | ·          | -           |
| 12B   | F112CS | SUPER - PROPERTY<br>MAINT CRAFT            | \$38.2500 | \$3,060.00   | \$6,629.80 | \$79,560.00 |
|       |        |                                            |           |              |            |             |
| 11B   | F242SF | SERVICE ADVISOR                            | \$36.7789 | \$2,942.31   | \$6,374.81 | \$76,500.06 |
|       |        | 1                                          |           |              |            |             |
| 11C   | FIIIGF | GOLF COURSE MNT<br>SUPERVISOR              | \$29.5028 | \$2,360.22   | \$5,113.65 | \$61,365.72 |

### Special Market 1 | Public Works - Supervisory

PAY PLAN CODE: Spec Mkt 1

| Grade | JCC#             | Job Title                  | Hourly    | Pay Period | Monthly       | Annually    |
|-------|------------------|----------------------------|-----------|------------|---------------|-------------|
| 5A    | F101MM           | MGR-WTP-MNT                | \$40.4078 | \$3,232.62 | \$7,003.79    | \$84,048.12 |
|       | F101WP           | MGR-WTP-PROCESSING         |           |            |               |             |
|       | F102LS           | MGR-LIFT_FLOOD MNT         |           |            |               |             |
|       | FIOOML           | MGR-WTP LABORATORY         |           |            |               |             |
| 4A    | F102SR           | MGR-STREET MAINTENANCE     | \$36.6685 | \$2,933.48 | \$6,355.68    | \$76,270.48 |
| 4B    | F102CM           | MGR-COLLECTION_SW          | \$37.3810 | \$2,990.48 | \$6,479.17    | \$77,752.48 |
| 4C    | F102RC           | MGR-COMPOST                | \$35.6009 | \$2,848.07 | \$6,170.63    | \$74,049.82 |
| 4D    | F110WP           | SUPER-WTP OPERATIONS       | \$38.4835 | \$3,078.68 | \$6,670.27    | \$80,045.68 |
| 3A    | FIIISW           | SUPER-SEWER MAINTENANCE    | \$34.9223 | \$2,793.78 | \$6,053.00    | \$72,638.28 |
|       | F111SM<br>F111DR | SUPER-STREET MAINTENANCE   | _         |            |               |             |
|       | THIBIT           |                            |           |            |               | 1           |
| 3B    | FIIISC           | SUPER-COLLECTION_SW        | \$33.9058 | \$2,712.46 | \$5,876.82    | \$70,523.96 |
| 2A    | F061EI           | GEN FOREMAN-WTP E & I      | \$36.6510 | \$2,932.08 | \$6,352.64    | \$76,234.08 |
|       | F062LS           | GEN FOREMAN-STAT ENGINEERS |           |            |               |             |
|       | F062WP           | GEN FOREMAN-WTP MECHANIC   |           |            |               |             |
| 1 ^ - |                  |                            |           | ¢2.070.00  | ¢ c 1 c c 7 c | ¢77.000.00  |
| 1A    | F112ZM           | SUPER-SHIFT/PUBLIC WORKS   | \$35.5760 | \$2,846.08 | \$6,166.32    | \$73,998.08 |
|       | F112MS           | SUPER-PUBLIC WORKS FLEET   | -         |            |               |             |
|       | F112RS           | SUPER-RIGHT OF WAY MAINT   | -         |            |               |             |
|       | F112HE           | SUPER-ZONE HEAVY EQUIP     |           |            |               |             |
|       | FIIOEC           | SUPER-ENVIRON COMPLIANCE   |           |            |               |             |

**NOTES:** Flat rates established 4/1/2002 to maintain a minimal 5 percent supervisory differential resulting from 12/5/2001 case settlement regarding supervisory levels above Heavy Equipment Operators.

### Special Market 1 | Technician

PAY PLAN CODE: Spec Mkt 1

|       | 100#   | SPECIAL                          |         |       |           |            |            | Americalla  |
|-------|--------|----------------------------------|---------|-------|-----------|------------|------------|-------------|
| Grade | JCC#   | Job Title                        |         |       | Hourly    | Pay Period | Monthly    | Annually    |
| )     | F350WW | WASTE WATER<br>TREATMENT TRAINEE |         | 80%   | \$24.4433 | \$1,955.46 | \$4,236.70 | \$50,841.96 |
|       |        |                                  |         | 1     |           |            |            |             |
| 'C    | F092BA | BLDG MAINT ASSISTANT             | ENTRY   | 80%   | \$14.3241 | \$1,145.93 | \$2,482.77 | \$29,794.18 |
|       |        |                                  | 6 MOS   | 85%   | \$15.2195 | \$1,217.56 | \$2,637.97 | \$31,656.56 |
|       |        |                                  | 12 MOS  | 90%   | \$16.1146 | \$1,289.17 | \$2,793.12 | \$33,518.42 |
|       |        |                                  | 18 MOS  | 95%   | \$17.0100 | \$1,360.80 | \$2,948.31 | \$35,380.8  |
|       |        |                                  | 24 MOS  | 100%  | \$17.9053 | \$1,432.42 | \$3,103.48 | \$37,242.92 |
|       |        |                                  |         |       |           |            |            |             |
| 7A    | F264SK | INVENTORY CONTROL<br>CLERK       | ENTRY   | 80%   | \$14.1340 | \$1,130.72 | \$2,449.82 | \$29,398.72 |
|       | F264MT | MAINTENANCE<br>DISTRIBUTION TECH | 6 MOS   | 85%   | \$15.0173 | \$1,201.38 | \$2,602.91 | \$31,235.88 |
|       |        |                                  | 12 MOS  | 90%   | \$15.9004 | \$1,272.03 | \$2,755.98 | \$33,072.78 |
|       |        |                                  | 18 MOS  | 95%   | \$16.7839 | \$1,342.71 | \$2,909.12 | \$34,910.46 |
|       |        |                                  | 24 MOS  | 100%  | \$17.6673 | \$1,413.38 | \$3,062.23 | \$36,747.88 |
|       | 1      |                                  |         |       | •         | <u>^</u>   | •          |             |
| 7F    | F262UC | 211 CUSTOMER SPECIALIST          | ENTRY   | 85.7% | \$17.9009 | \$1,432.07 | \$3,102.72 | \$37,233.82 |
|       | F262CU | 311 CUSTOMER SPECIALIST          | 1-2 YRS | 92.6% | \$19.3330 | \$1,546.64 | \$3,350.95 | \$40,212.64 |
|       |        |                                  | 2+ YRS  | 100%  | \$20.8798 | \$1,670.38 | \$3,619.05 | \$43,429.8  |
|       |        | •                                |         |       |           |            |            |             |
| BA    | F263SK | SR. INVENTORY CONTROL<br>CLERK   | ENTRY   | 80%   | \$15.6139 | \$1,249.11 | \$2,706.32 | \$32,476.86 |
|       |        |                                  | 6 MOS   | 85%   | \$16.5895 | \$1,327.16 | \$2,875.42 | \$34,506.16 |
|       |        |                                  | 12 MOS  | 90%   | \$17.5655 | \$1,405.24 | \$3,044.59 | \$36,536.24 |
|       |        |                                  | 18 MOS  | 95%   | \$18.5413 | \$1,483.30 | \$3,213.72 | \$38,565.8  |
|       |        |                                  | 24 MOS  | 100%  | \$19.5173 | \$1,561.38 | \$3,382.89 | \$40,595.8  |
|       |        |                                  |         |       |           |            |            |             |
| 7D    | F261LA | LOGISTICS SPECIALIST             | ENTRY   | 87.9% | \$18.2040 | \$1,456.32 | \$3,155.26 | \$37,864.32 |
|       |        |                                  | 6 MOS   | 94.0% | \$19.4718 | \$1,557.74 | \$3,375.00 | \$40,501.24 |
|       |        |                                  | 12 MOS  | 100%  | \$20.7071 | \$1,656.57 | \$3,589.12 | \$43,070.8  |

#### **NOTES:**

• Employees who are transferred or promoted to these positions will receive a one-step pay raise. Employees will continue to receive a one-step raise every six months until top pay is reached.

• If a current city employee is paid at a higher rate than the top pay rate for these positions, the employee's pay rate will be reduced to the top pay rate for the position.

### Special Market 1 | Technician

PAY PLAN CODE: Spec Mkt 1

|       |        | SPECIAL MARK                      | ET 1   TECH | INICIAN    |            |             |  |
|-------|--------|-----------------------------------|-------------|------------|------------|-------------|--|
| Grade | JCC#   | Job Title                         | Hourly      | Pay Period | Monthly    | Annually    |  |
|       |        |                                   | ·           | ·          |            |             |  |
| 7E    | F092AT | AUTOMOTIVE TECHNICIAN             | \$18.7544   | \$1,500.35 | \$3,250.66 | \$39,009.10 |  |
|       | 1      |                                   | 1.          |            | 1.         | 1.          |  |
| 7G    | F350AD | ASPHALT DISTRIBUTOR<br>TRUCK OPER | \$24.2741   | \$1,941.93 | \$4,207.39 | \$50,490.18 |  |
|       |        |                                   |             |            |            |             |  |
| 8B    | F260LA | LOGISTICS ANALYST                 | \$22.9566   | \$1,836.53 | \$3,979.03 | \$47,749.78 |  |
|       | Í.     |                                   |             | 1          |            | Ť           |  |
| 8C    | F260CL | 211 CUSTOMER<br>COORDINATOR       | \$24.5799   | \$1,966.39 | \$4,260.38 | \$51,126.14 |  |
|       | F260CS | 311 CUSTOMER SPECIALIST<br>LEAD   |             |            |            |             |  |
|       |        |                                   |             |            |            | ·           |  |
| 9A    | F091AC | MECH-AUTOCAD<br>MAINTENANCE       | \$27.4616   | \$2,196.93 | \$4,759.87 | \$57,120.18 |  |
|       | F092BU | BUILDING MECH                     |             |            |            |             |  |
|       |        |                                   |             |            |            |             |  |
| 9B    | F244TS | 311 CUSTOMER<br>SUPERVISOR        | \$29.9874   | \$2,398.99 | \$5,197.65 | \$62,373.74 |  |
|       | F244OS | 211 CUSTOMER<br>SUPERVISOR        |             |            |            |             |  |
|       |        |                                   |             |            |            |             |  |
| 10A   | F261IT | IRRIGATION TECHNICIAN             | \$31.1190   | \$2,489.52 | \$5,393.79 | \$64,727.52 |  |



### AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

|       |         | ļ                      | FSCME LOCAL | _ 1733    |               |                     |                     |
|-------|---------|------------------------|-------------|-----------|---------------|---------------------|---------------------|
| Grade | JCC#    | Job Title              |             | Hourly    | Pay Period    | Monthly             | Annually            |
|       |         |                        |             | -         | 1             | 1                   | -                   |
| 3     | F615CU  | CUSTODIAN              |             | \$16.7254 | \$1,338.03    | \$2,898.98          | \$34,788.78         |
|       | F615WM  | WATCHMAN               |             |           |               |                     |                     |
|       |         |                        |             |           | Γ.            | I .                 |                     |
| 13    | F614CK  | СООК                   |             | \$17.0646 | \$1,365.17    | \$2,957.78          | \$35,494.42         |
|       | F614MG  | MESSENGER              |             |           |               |                     |                     |
| 10    | F612TC  | TRAFFIC COUNTER        |             | \$17.7313 | \$1,418.50    | \$3,073.32          | \$36,881.00         |
| 18    | FOIZIC  | TRAFFIC COUNTER        |             | גוגוק     | \$1,410.50    | ,Ф <b>3,</b> 073.32 | φ <b>30,001.0</b> 0 |
| 23    | F610FL  | SPEC OFFICER FLAGMAN   |             | \$18.3856 | \$1,470.85    | \$3,186.74          | \$38,242.10         |
|       |         |                        |             | +.0.0000  | + 1, 1, 0,000 | + 51.001            | +00,2.2.10          |
| 28    | F612CR  | SEMISKILLED            |             | \$18.7951 | \$1,503.61    | \$3,257.72          | \$39,093.86         |
|       |         | CREWPERSON             |             |           |               |                     |                     |
|       | 1       | 1                      |             |           | 1             | 1                   | 1                   |
| 33    | F614CR  | CREWPERSON (1)         |             | \$19.1121 | \$1,528.97    | \$3,312.67          | \$39,753.22         |
|       | F614CS  | SOLID WASTE CREWPERS   | on (1)      |           |               |                     |                     |
| 70    |         |                        |             | \$18.7444 | ¢1 /00 FF     | ¢7.0,007            | ¢70,000,70          |
| 38    | F610VS  | VEHICLE STORAGE SVC RE | P           | \$18.7444 | \$1,499.55    | \$3,248.93          | \$38,988.30         |
| 43    | F611CW  | CONCRETE WKR (SEMI-SK  |             | \$19.1421 | \$1,531.37    | \$3,317.87          | \$39,815.62         |
| 10    | 1011011 |                        |             | ψ13.1121  | ψ1,001.07     | 40,017.07           | φ00,010.02          |
| 48    | F6120E  | EQUIPMENT OPERATOR     |             | \$19.7740 | \$1,581.92    | \$3,427.39          | \$41,129.92         |
|       |         |                        |             |           |               |                     |                     |
| 53    | F611MM  | MNT MECHANIC           |             | \$18.9161 | \$1,513.29    | \$3,278.69          | \$39,345.54         |
|       |         |                        |             |           |               |                     |                     |
| 58    | F611SE  | SPECIAL EQUIP OPERATO  | R           | \$19.7740 | \$1,581.92    | \$3,427.39          | \$41,129.92         |
|       |         |                        |             |           |               |                     |                     |
| 59    | F612MD  | MAINTENANCE DISTRIBUT  | ION TECH    | \$17.9053 | \$1,432.42    | \$3,103.48          | \$37,242.92         |
|       |         |                        |             | · · · · · | 1             | 1                   |                     |
| 70    | F610AT  | ASPHALT TECHNICIAN     | Lute        | \$20.6935 | \$1,655.48    | \$3,586.76          | \$43,042.4          |
|       |         |                        | Screwman    | \$22.9409 | \$1,835.27    | \$3,976.30          | \$47,717.02         |

### AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

|        | AFSCME LOG                                                         | CAL 1733                                                                                                                                                                                                     |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| JCC#   | Job Title                                                          | Hourly                                                                                                                                                                                                       | Pay Period                                                                                                                                                                                                                        | Monthly                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Annually                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|        |                                                                    |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| F613TD | TRUCK DRIVER                                                       | \$20.0250                                                                                                                                                                                                    | \$1,602.00                                                                                                                                                                                                                        | \$3,470.89                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$41,652.00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| F613TS | SOLID WASTE TRUCK DRIVER                                           |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|        |                                                                    |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| F611TT | TREE TRIMMER                                                       | \$21.0598                                                                                                                                                                                                    | 1,684.78                                                                                                                                                                                                                          | \$3,650.24                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$43,804.28                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|        |                                                                    |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| F611CC | CREW CHIEF (2)                                                     | \$21.0045                                                                                                                                                                                                    | \$1,680.36                                                                                                                                                                                                                        | \$3,640.67                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$43,689.36                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| F611CS | SOLID WASTE CREW CHIEF (2)                                         |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|        |                                                                    |                                                                                                                                                                                                              | <u>^</u>                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| F610TT | TRACTOR TRAILER DRIVER                                             | \$21.4829                                                                                                                                                                                                    | \$1,718.63                                                                                                                                                                                                                        | \$3,723.58                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$44,684.38                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|        |                                                                    |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| F610PP | PIPELAYERS                                                         | \$21.0764                                                                                                                                                                                                    | \$1,686.11                                                                                                                                                                                                                        | \$3,653.13                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$43,838.86                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|        |                                                                    |                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| F610SE | SPEC EQUIP OPER II (4)                                             | \$31.9776                                                                                                                                                                                                    | \$2,558.21                                                                                                                                                                                                                        | \$5,542.62                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$66,513.46                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|        | F613TD<br>F613TS<br>F611TT<br>F611CC<br>F611CS<br>F610TT<br>F610PP | JCC# Job Title   F613TD TRUCK DRIVER   F613TS SOLID WASTE TRUCK DRIVER   F611TT TREE TRIMMER   F611CC CREW CHIEF (2)   F611CS SOLID WASTE CREW CHIEF (2)   F610TT TRACTOR TRAILER DRIVER   F610PP PIPELAYERS | F613TDTRUCK DRIVER\$20.0250F613TSSOLID WASTE TRUCK DRIVER\$21.0598F611TTTREE TRIMMER\$21.0598F611CCCREW CHIEF (2)\$21.0045F611CSSOLID WASTE CREW CHIEF (2)\$21.0045F610TTTRACTOR TRAILER DRIVER\$21.4829F610PPPIPELAYERS\$21.0764 | JCC#     Job Title     Hourly     Pay Period       F613TD     TRUCK DRIVER     \$20.0250     \$1,602.00       F613TS     SOLID WASTE TRUCK DRIVER     \$21.0598     1,684.78       F611TT     TREE TRIMMER     \$21.0598     1,684.78       F611CC     CREW CHIEF (2)     \$21.0045     \$1,680.36       F611CS     SOLID WASTE CREW CHIEF (2)     \$1,680.36       F610TT     TRACTOR TRAILER DRIVER     \$21.0045     \$1,680.36       F610PP     PIPELAYERS     \$21.0764     \$1,686.11 | JCC#     Job Title     Hourly     Pay Period     Monthly       F613TD     TRUCK DRIVER     \$20,0250     \$1,602.00     \$3,470.89       F613TS     SOLID WASTE TRUCK DRIVER     \$21,0598     1,684.78     \$3,650.24       F611TT     TREE TRIMMER     \$21,0598     1,684.78     \$3,650.24       F611CC     CREW CHIEF (2)     \$21,0045     \$1,680.36     \$3,640.67       F610CS     SOLID WASTE CREW CHIEF (2)     \$21,0045     \$1,680.36     \$3,723.58       F610TT     TRACTOR TRAILER DRIVER     \$21,4829     \$1,718.63     \$3,723.58       F610PP     PIPELAYERS     \$21,0764     \$1,686.11     \$3,653.13 |

#### NOTES:

(1) Effective 8/21/95, Crewpersons in Public Works division who hold a valid CDL may receive additional 10 cents per hour and Crew Chiefs assigned low-entry, dual-drive, two-person truck in Solid Waste management will receive an additional 50 cents per hour (per 7/7/95 memo approved by HR mgmt.) to be paid as a license incentive separate from base pay.

(2) Effective 5/4/04, Crew Chiefs assigned "automated" vehicles in Solid Waste management will receive an additional \$1 adjustment (per 5/4/04 memo approved by Human Resources Director) to be paid as a license incentive separate from base pay for classification; entry and 60-day rate same as grade 60.

(3) Effective 10/14/95, Special Equip Oper II pay adjusted to equal Heavy Equipment Operator. Effective 12/1/06, pay adjusted to equal Lead Equipment Operator (agreed to per settlement July 2007).

• Probationary Period: 60 days.

• Effective 7/1/22, Removed all grade step ladders.

### AFSCME Local 1733 Code 1733

PAY PLAN CODE: AFSCME Main

| AFSCME LOCAL 1733 |        |                           |           |            |            |             |  |  |
|-------------------|--------|---------------------------|-----------|------------|------------|-------------|--|--|
| Grade             | JCC#   | Job Title                 | Hourly    | Pay Period | Monthly    | Annually    |  |  |
|                   |        |                           |           |            |            |             |  |  |
| 5                 | F602RC | COURT RECORD CLERK        | \$15.9010 | \$1,272.08 | \$2,756.09 | \$33,074.08 |  |  |
|                   |        |                           |           |            |            |             |  |  |
| 65                | F600RC | SR DEPUTY COURT REC CLERK | \$19.7918 | \$1,583.34 | \$3,430.46 | \$41,166.84 |  |  |

**NOTE:** Probationary Period: 60 days.

### AFSCME Local 1733 | Clerical Code 173G

PAY PLAN CODE: Clerical

| CLERICAL |        |                      |         |            |            |             |  |  |  |
|----------|--------|----------------------|---------|------------|------------|-------------|--|--|--|
| Grade    | JCC#   | Job Title            | Hourly  | Pay Period | Monthly    | Annually    |  |  |  |
|          |        |                      |         |            |            |             |  |  |  |
| 10       | F652SE | OFFICE ASSISTANT     | \$16.93 | \$1,354.08 | \$2,933.84 | \$35,206.08 |  |  |  |
|          |        |                      |         |            |            |             |  |  |  |
|          | F651GC | OFFICE SUPPORT CLERK | \$16.12 | \$1,289.60 | \$2,794.13 | \$33,529.60 |  |  |  |

#### **NOTES:**

• Probationary Period: Six months.

 $\cdot$  All new hires will enter at the minimum (entry) rate as shown above.

• Compensation Policy will determine resulting pay rates from all promotions, transfers, and demotions.

### AFSCME Local 1733 | Property Evidence Code 173P

PAY PLAN CODE: Property Ev

|       | PROPERTY EVIDENCE |                                   |           |            |            |             |  |  |  |  |  |
|-------|-------------------|-----------------------------------|-----------|------------|------------|-------------|--|--|--|--|--|
| Grade | JCC#              | Job Title                         | Hourly    | Pay Period | Monthly    | Annually    |  |  |  |  |  |
|       |                   |                                   |           |            |            |             |  |  |  |  |  |
| 10    | F641PL            | PHOTO LAB TECHNICIAN              | \$16.2875 | \$1,303.00 | \$2,823.17 | \$33,878.00 |  |  |  |  |  |
|       |                   |                                   |           |            |            |             |  |  |  |  |  |
| 20    | F640PR            | PROPERTY ROOM ATTENDANT           | \$18.7444 | \$1,499.55 | \$3,249.03 | \$38,988.30 |  |  |  |  |  |
|       |                   |                                   |           |            | -          |             |  |  |  |  |  |
| 30    | F642IV            | POLICE INVENTORY CONTROL<br>CLERK | \$19.5173 | \$1,561.38 | \$3,382.99 | \$40,595.88 |  |  |  |  |  |
|       |                   |                                   |           |            |            |             |  |  |  |  |  |
| 40    | F642LP            | LATENT PRINT EXAMINER             | \$28.2013 | \$2,256.10 | \$4,888.22 | \$58,658.60 |  |  |  |  |  |

**NOTE:** Probationary Period: Six months.

### AFSCME Local 1733 | Code Enforcement Code 173C

PAY PLAN CODE: AFSCME Code Enf

|        | CODE ENFC                            | RCEMENT   | -          |            |             |
|--------|--------------------------------------|-----------|------------|------------|-------------|
| e JCC# | Job Title                            | Hourly    | Pay Period | Monthly    | Annually    |
|        |                                      |           |            |            |             |
| F631CE | CODE ENFORCEMENT<br>INSPECTOR        | \$23.6574 | \$1,892.59 | \$4,100.49 | \$49,207.34 |
|        |                                      |           |            |            | <u>^</u>    |
| F631CS | COMPLIANCE SPECIALIST                | \$16.2875 | \$1,303.00 | \$2,823.17 | \$33,878.00 |
|        |                                      |           |            |            |             |
| F630CB | COMMERCIAL BUILDING<br>INSPECTOR     | \$24.5019 | \$1,960.15 | \$4,246.99 | \$50,963.90 |
|        |                                      |           | ·          |            | ^           |
| F630EO | ENVIRONMENTAL<br>ENFORCEMENT OFFICER | \$24.5294 | \$1,962.35 | \$4,251.76 | \$51,021.10 |
| F630E  | С                                    |           |            |            |             |

#### NOTES:

• Employees are eligible to receive two pay increases, each \$1/hour after they achieve certain certifications. (See current MOU.) The license incentives will be added separately to the employee's take home pay.

- Probationary Period: 180 days.
- Effective 7/1/22, Removed grade step ladders.

### AFSCME Local 1733 | Survey Code 1735

PAY PLAN CODE: AFSCME Survey

| AFSCME SURVEY |        |                        |           |            |            |             |  |  |  |
|---------------|--------|------------------------|-----------|------------|------------|-------------|--|--|--|
| Grade         | JCC#   | Job Title              | Hourly    | Pay Period | Monthly    | Annually    |  |  |  |
|               |        |                        |           |            |            |             |  |  |  |
| 15            | F621EA | ENGINEERING AIDE       | \$26.5105 | \$2,120.84 | \$4,595.01 | \$55,141.84 |  |  |  |
|               |        |                        |           |            |            |             |  |  |  |
| 25            | F620SI | SURVEY INSTRUMENT OPER | \$28.3579 | \$2,268.63 | \$4,915.21 | \$58,984.38 |  |  |  |

**NOTE:** Probationary Period: 180 days.



### IAFF Local 1784 Code 1784

PAY PLAN CODE: Fire

|       |        | IAF                               | F LO     | CAL 1784                                 | ÷                                                |                                                      |                                                      |                                                          |
|-------|--------|-----------------------------------|----------|------------------------------------------|--------------------------------------------------|------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------|
| Grade | JCC#   | Job Title                         | So       | chedule                                  | Hourly                                           | Pay Period                                           | Monthly                                              | Annually                                                 |
| 02    | F504CS | COMMUNICATIONS DATA<br>SPECIALIST | 40       |                                          | \$19.4960                                        | \$1,559.68                                           | \$3,379.20                                           | \$40,551.68                                              |
| 03    | F504FA | FIRE PREVENTION ASSISTANT         | 40       |                                          | \$23.1030                                        | \$1,848.24                                           | \$4,004.40                                           | \$48,054.24                                              |
| 04    | F503MS | FIRE MATERIAL SPECIALIST          | 40       | ENTRY<br>6 MOS<br>12 MOS<br>24 MOS       | \$18.8768<br>\$21.8871<br>\$23.2465<br>\$24.6039 | \$1,510.14<br>\$1,750.97<br>\$1,859.72<br>\$1,968.31 | \$3,271.87<br>\$3,793.65<br>\$4,029.27<br>\$4,264.54 | \$39,263.64<br>\$45,525.22<br>\$48,352.72<br>\$51,176.06 |
| 05    | F503PA | PARAMEDIC                         | 40       |                                          | \$29.6413                                        | \$2,371.30                                           | \$5,137.66                                           | \$61,653.80                                              |
| 06    | F503AI | ANTI-NEGLECT FIELD<br>INSPECTOR   | 40       |                                          | \$28.5336                                        | \$2,282.69                                           | \$4,945.68                                           | \$59,349.94                                              |
| 07    | F503FE | FIRE EDUCATION SPECIALIST         | 40       |                                          | \$25.1259                                        | \$2,010.07                                           | \$4,355.02                                           | \$52,261.82                                              |
| 09    | F503EM | EMERGENCY MGMT<br>SPECIALIST      | 40       |                                          | \$28.6060                                        | \$2,288.48                                           | \$4,958.22                                           | \$59,500.48                                              |
| 10    | F503AL | FIRE ALARM OPER II                | 40       | 1-2 YRS<br>2-3 YRS                       | \$30.5423<br>\$32.8055                           | \$2,443.38<br>\$2,624.44                             | \$5,293.83<br>\$5,686.11                             | \$63,527.88<br>\$68,235.44                               |
| 15    | F502FS | FIRE PROTECTION SPECIALIST        | 40       | •                                        | \$32.6306                                        | \$2,610.45                                           | \$5,655.80                                           | \$67,871.70                                              |
| 20    | F503FP | FIRE PRIVATE II                   | 56<br>40 | 1-2 YRS<br>2-3 YRS<br>3 YRS +<br>1-2 YRS | \$21.3595<br>\$22.8984<br>\$23.7101<br>\$29.9033 | \$2,392.26<br>\$2,564.62<br>\$2,655.53<br>\$2,392.26 | \$5,183.07<br>\$5,556.51<br>\$5,753.47<br>\$5,183.07 | \$62,198.76<br>\$66,680.12<br>\$69,043.78<br>\$62,198.76 |
|       |        |                                   | 40       | 2-3 YRS<br>3 YRS +                       | \$29.9033<br>\$32.0578<br>\$33.1941              | \$2,592.26<br>\$2,564.62<br>\$2,655.53               | \$5,556.51<br>\$5,753.47                             | \$66,680.12<br>\$69,043.78                               |

### IAFF Local 1784 Code 1784

PAY PLAN CODE: Fire

|       |        | IA                                         | FF L | OCAL 17            | 84                     |                          |                          |                            |
|-------|--------|--------------------------------------------|------|--------------------|------------------------|--------------------------|--------------------------|----------------------------|
| Grade | JCC#   | Job Title                                  | So   | chedule            | Hourly                 | Pay Period               | Monthly                  | Annually                   |
|       |        |                                            |      |                    |                        |                          |                          |                            |
| 30    | F502DR | FIRE DRIVER                                | 56   |                    | \$25.2042              | \$2,822.87               | \$6,116.03               | \$73,394.62                |
|       |        |                                            | 40   |                    | \$35.2859              | \$2,822.87               | \$6,116.03               | \$73,394.62                |
|       | 1      |                                            |      |                    |                        |                          |                          |                            |
| 40    | F502AL | FIRE ALARM OPER III                        | 40   |                    | \$35.7664              | \$2,861.31               | \$6,199.31               | \$74,394.06                |
|       | F502AA | QUALITY ASSURANCE<br>ANALYST ED-Q          |      |                    |                        |                          |                          |                            |
|       |        |                                            |      |                    | +                      |                          | <b>+-------------</b>    | +                          |
| 50    | F502FP | FIREFIGHTER/PARAMEDIC                      | 56   | 1-2 YRS            | \$23.2821              | \$2,607.59               | \$5,649.60               | \$67,797.34                |
|       |        |                                            |      | 2-3 YRS            | \$24.9592              | \$2,795.43               | \$6,056.58               | \$72,681.18                |
|       |        |                                            | 40   | 3 YRS +<br>1-2 YRS | \$25.8437<br>\$32.5949 | \$2,894.49<br>\$2,607.59 | \$6,271.20<br>\$5,649.60 | \$75,256.74<br>\$67,797.34 |
|       |        |                                            | 40   | 2-3 YRS            | \$34.9429              | \$2,795.43               | \$6,056.58               | \$72,681.18                |
|       |        |                                            |      |                    | \$36.1811              | \$2,894.49               | \$6,271.20               | \$75,256.74                |
|       |        |                                            |      | 3 YRS +            | \$50.1011              | ψ2,001.10                | ψ0,271.20                | \$70,200.71                |
| 60    | F502AP | QUALITY ASSURANCE<br>PARAMEDIC ED-Q        | 40   |                    | \$36.1815              | \$2,894.52               | \$6,271.27               | \$75,257.52                |
|       | F502QF | QUALITY ASSURANCE<br>FIREFIGHTER PARAMEDIC |      |                    |                        |                          |                          |                            |
| 65    | F500AI | SR ANTI-NEGLECT FIELD                      | 40   |                    | \$37.3736              | \$2,989.89               | \$6,477.90               | \$77,737.14                |
|       |        | INSPECTOR                                  |      |                    |                        |                          |                          |                            |
| 70    | F502MA | MECHANIC-MNT AIRMASK                       | 40   |                    | \$37.5569              | \$3,004.55               | \$6,509.66               | \$78,118.30                |
|       |        | ,                                          |      |                    |                        |                          |                          |                            |
| 85    | F500ML | MECHANIC-MNT AIRMASK<br>LEAD               | 40   |                    | \$39.8103              | \$3,184.82               | \$6,900.23               | \$82,805.32                |
|       | 1      |                                            |      |                    | 1                      | ľ                        | 1                        |                            |
| 90    | F500LF | FIRE LIEUTENANT                            | 56   |                    | \$28.6149              | \$3,204.87               | \$6,943.67               | \$83,326.62                |
|       | F500CR | COORDINATOR - OSHA/FIRE                    | 40   |                    | \$40.0609              | \$3,204.87               | \$6,943.67               | \$83,326.62                |
|       | F500LE | EMS LIEUTENANT                             |      |                    |                        |                          |                          |                            |
|       | F500EM | EMS INSTRUCTOR                             |      |                    |                        |                          |                          |                            |
|       | F500IN | FIRE INSPECTOR                             |      |                    |                        |                          |                          |                            |
| 100   | F500FL | FIRE ALARM OPER/SR.                        | 40   |                    | \$40.3136              | \$3,225.09               | \$6,987.48               | \$83,852.34                |
|       |        |                                            |      |                    |                        |                          |                          |                            |
| 110   | F500FI | FIRE INVESTIGATOR                          | 40   |                    | \$43.9133              | \$3,513.06               | \$7,611.40               | \$91,339.56                |

### Fire Non-Represented Base Rates Code SM3

PAY PLAN CODE: Spec Mkt 3

|       |        | FIRE NON-REPI                         |                                       |           | 1                                     |                                       |               |
|-------|--------|---------------------------------------|---------------------------------------|-----------|---------------------------------------|---------------------------------------|---------------|
| Grade | JCC#   | Job Title                             | 40 Hour                               | 56 Hour   | Pay Period                            | Monthly                               | Annually      |
| 6     | F100DC | FIRE DEPUTY CHIEF                     | \$69.5598                             | \$49.6855 | \$5,564.78                            | \$12,056.65                           | \$144,684.28  |
| 0     | F100DE | EMS DEPUTY CHIEF                      | <i>ф05.0050</i>                       | φ 15.0000 | <i>Ф0,00 1.70</i>                     | φ1 <u>2</u> ,000.00                   | φ1 1 1,00 1.2 |
|       | F100DS | SPECIAL OPERATIONS DEPUTY             |                                       |           |                                       |                                       |               |
|       |        | CHIEF                                 |                                       |           |                                       |                                       |               |
|       | F100DL | LOGISTICS DEPUTY CHIEF                |                                       |           |                                       |                                       |               |
|       | F100FM | FIRE MARSHALL                         |                                       |           |                                       |                                       |               |
|       | 1      |                                       |                                       |           | 1                                     | ,                                     |               |
| 5     | F101DV | FIRE DIVISION CHIEF                   | \$58.1011                             | \$41.5008 | \$4,648.09                            | \$10,070.55                           | \$120,850.34  |
|       | F101DE | EMS DIVISION CHIEF                    |                                       |           |                                       |                                       |               |
|       | F101CI | CHIEF FIRE INVESTIGATOR               |                                       |           |                                       |                                       |               |
|       | F101AF | ASSISTANT FIRE MARSHALL               |                                       |           |                                       |                                       |               |
|       | F101DL | DIVISIONAL AIRPORT LIAISON<br>CHIEF   | _                                     |           |                                       |                                       |               |
|       | F101LM | LOGISTICAL SERVICES DIVISION<br>CHIEF |                                       |           |                                       |                                       |               |
|       |        |                                       |                                       |           |                                       |                                       |               |
| 15B   | F101DT | FIRE COMMUNICATIONS<br>MANAGER        | \$62.4809                             | \$44.6292 | \$4,998.47                            | \$10,829.69                           | \$129,960.22  |
|       |        |                                       |                                       |           |                                       |                                       |               |
| 15C   | F101AP | APPARATUS MNT & AIRMASK<br>MGR        | \$52.5424                             | \$37.5303 | \$4,203.39                            | \$9,107.06                            | \$109,288.14  |
|       | 1      |                                       | Γ.                                    | 1.        | 1.                                    | 1.                                    |               |
| 14F   | F110SC | SAFETY CHIEF                          | \$51.4195                             | \$36.7282 | \$4,113.56                            | \$8,912.44                            | \$106,952.56  |
|       | F110BT | BATTALION CHIEF                       |                                       |           |                                       |                                       |               |
|       | F110BE | EMS BATTALION CHIEF                   |                                       |           |                                       |                                       |               |
|       | F110AR |                                       |                                       |           |                                       |                                       |               |
|       | F110IS | FIRE INVESTIGATIVE SVCS               |                                       |           |                                       |                                       |               |
|       | F110BF | FIRE PREVENTION BATTALION             |                                       |           |                                       |                                       |               |
|       | F110HN | HEALTHCARE NAV MANAGER                |                                       |           |                                       |                                       |               |
|       | F1000E | OFFICE EMERGENCY MGMT<br>MANAGER      |                                       |           |                                       |                                       |               |
|       |        |                                       |                                       |           |                                       |                                       |               |
| 14D   | F110QI | EMS QUALITY IMPROVEMENT<br>COORD      | \$47.9859                             | \$34.2756 | \$3,838.87                            | \$8,317.30                            | \$99,810.62   |
|       |        |                                       | · · · · · · · · · · · · · · · · · · · |           | · · · · · · · · · · · · · · · · · · · | · · · · · · · · · · · · · · · · · · · |               |
| 10    | F121WC | WATCH COMMANDER                       | \$46.0385                             | \$32.8846 | \$3,683.08                            | \$7,979.76                            | \$95,760.08   |

### Fire Non-Represented Base Rates Code SM3

PAY PLAN CODE: Spec Mkt 3

|       |        | FIRE NON-REPRES                    | ENTED BA  | ASE RATE  | s          |            |             |
|-------|--------|------------------------------------|-----------|-----------|------------|------------|-------------|
| Grade | JCC#   | Job Title                          | 40 Hour   | 56 Hour   | Pay Period | Monthly    | Annually    |
|       | r      |                                    | r         |           | r          |            | ,           |
| 12A   | F112AM | FIRE APPARATUS MAINT<br>SUPERVISOR | \$41.4124 | \$29.5803 | \$3,312.99 | \$7,177.92 | \$86,137.74 |
|       |        |                                    |           |           |            |            |             |
| 11A   | F110EO | OEM OPERATIONS SUPERVISOR          | \$40.4888 | \$28.9205 | \$3,239.10 | \$7,017.83 | \$84,216.60 |
|       | F110EP | OEM PLANNING SUPERVISOR            |           |           |            |            |             |
|       |        |                                    |           |           |            |            |             |
| 02    | F502FF | FIREFIGHTER/PARAMEDIC_LEP (1 yr)   | \$32.5949 | \$23.2821 | \$2,607.59 | \$5,649.60 | \$67,797.34 |
|       |        | FIREFIGHTER/PARAMEDIC_LEP (2 yrs)  | \$34.9429 | \$24.9592 | \$2,795.43 | \$6,056.58 | \$72,681.18 |
|       |        |                                    |           | 2         |            | <u>.</u>   |             |
| 01    | F503FL | FIRE PRIVATE II_LEP                | \$32.0578 | \$22.8984 | \$2,564.62 | \$5,556.51 | \$66,680.12 |
|       |        |                                    |           |           |            |            |             |
| 00    | F502PA | FIREFIGHTER/PARAMEDIC -PROB        | \$30.9045 | \$22.0746 | \$2,472.36 | \$5,356.62 | \$64,281.36 |
|       |        |                                    |           |           |            |            |             |
| 00E   | F504AE | ADVANCE EMT_ PROB                  | \$25.7598 | \$18.3998 | \$2,060.78 | \$4,464.89 | \$53,580.28 |
|       |        |                                    |           |           |            |            |             |
| 00D   | F504PE | EMT_PROB                           | \$24.6635 | \$17.6168 | \$1,973.08 | \$4,274.88 | \$51,300.08 |
|       |        |                                    |           |           |            |            | ·           |
| 00A   | F504AL | FIRE ALARM OPER I                  | \$21.1716 | \$15.1226 | \$1,693.73 | \$3,669.64 | \$44,036.98 |
|       |        |                                    |           |           |            |            |             |
| 00B   | F504FP | FIRE RECRUIT                       | \$20.9414 | \$14.9581 | \$1,675.31 | \$3,629.73 | \$43,558.06 |

# POLICE

PD

### MPA Local 18 Code 0018

PAY PLAN CODE: Police

|       |        |                    | MPA LO  | DCAL 18   |            |            |             |
|-------|--------|--------------------|---------|-----------|------------|------------|-------------|
| Grade | JCC#   | Job Title          |         | Hourly    | Pay Period | Monthly    | Annually    |
|       |        | -                  |         |           |            |            |             |
| 10    | F511PL | POLICE OFFICER II  | 1-2 YRS | \$29.1891 | \$2,335.13 | \$5,059.29 | \$60,713.38 |
|       |        |                    | 2-3 YRS | \$31.3915 | \$2,511.32 | \$5,441.03 | \$65,294.32 |
|       |        |                    | 3-5 YRS | \$34.6195 | \$2,769.56 | \$6,000.53 | \$72,008.56 |
|       |        |                    | 5 YRS   | \$35.3023 | \$2,824.18 | \$6,118.87 | \$73,428.68 |
|       |        |                    |         |           |            |            |             |
| 20    | F511PT | POLICE OFFICER II/ | TACT    | \$36.0951 | \$2,887.61 | \$6,256.30 | \$75,077.86 |
|       |        |                    |         |           |            |            |             |
| 30    | F510PH | PILOT - HELICOPTER | 2       | \$37.4665 | \$2,997.32 | \$6,493.99 | \$77,930.32 |
|       |        |                    |         |           |            |            |             |
| 40    | F510PS | SERGEANT           |         | \$38.5208 | \$3,081.66 | \$6,676.72 | \$80,123.16 |

### Police Non-Represented Base Rates Code SM4

PAY PLAN CODE: Spec Mkt 4

|       |                  | POLICE NON-REPRES                              | SENTED B    | ASE RATES  | (SM4)       |              |
|-------|------------------|------------------------------------------------|-------------|------------|-------------|--------------|
| Grade | JCC#             | Job Title                                      | Hourly      | Pay Period | Monthly     | Annually     |
| 00    | F005PD           | POLICE DEPUTY CHIEF                            | \$70.7313   | \$5,658.50 | \$12,259.71 | \$147,121.00 |
|       |                  |                                                | [ + · - · - |            | 1 +         | 1 +          |
| 6     | F100CL           | POLICE COLONEL                                 | \$62.4048   | \$4,992.38 | \$10,816.49 | \$129,801.88 |
| 15    | F101CO           | POLICE LIEUTENANT<br>COLONEL                   | \$55.5966   | \$4,447.73 | \$9,636.45  | \$115,640.98 |
| 4     | F110MT           | POLICE MAJOR/TACT                              | \$48.7929   | \$3,903.43 | \$8,457.17  | \$101,489.18 |
| 4A    | F110PM           | POLICE MAJOR                                   | \$47.5841   | \$3,806.73 | \$8,247.66  | \$98,974.98  |
| 4B    | F102EM           | MGR- EMERGENCY<br>COMMUNICATIONS               | \$45.6346   | \$3,650.77 | \$7,909.76  | \$94,920.02  |
| 2     | F112LT           | POLICE LT - TACT                               | \$42.9258   | \$3,434.06 | \$7,440.23  | \$89,285.56  |
| 2A    | F112LI           | POLICE LIEUTENANT                              | \$41.7350   | \$3,338.80 | \$7,233.84  | \$86,808.80  |
| 2B    | F112RM           | SUPV-RADIO<br>MAINTENANCE                      | \$35.8789   | \$2,870.31 | \$6,218.81  | \$74,628.06  |
| 2D    | F280RT           | COORD-RADIO<br>TECHNICIAN                      | \$38.4295   | \$3,074.36 | \$6,660.91  | \$79,933.36  |
| 2C    | F112RP           | SUPV-POL RADIO<br>DISPATCHERS                  | \$40.0795   | \$3,206.36 | \$6,946.90  | \$83,365.36  |
| 00B   | F511LA<br>F511FT | POLICE OFFICER II/LEP<br>POLICE OFFICER II/FTP | \$29.1891   | \$2,335.13 | \$5,059.29  | \$60,713.38  |
| )0C   | F513PL           | POLICE OFFICER II -<br>PROBATIONARY            | \$26.2555   | \$2,100.44 | \$4,550.81  | \$54,611.44  |
| )0D   | F515PL<br>F350PI | POLICE RECRUIT<br>POLICE INTERN                | \$26.2555   | \$2,100.44 | \$4,550.81  | \$54,611.44  |
| DOE   | F516PS           | POLICE SVC TECH                                | \$19.6815   | \$1,574.52 | \$3,411.36  | \$40,937.52  |
| )0G   | F350EO           | EMERGENCY RESPONSE<br>CALL OPER                | \$24.9643   | \$1,997.14 | \$4,327.00  | \$51,925.64  |
|       | F350EC           | EMERGENCY<br>COMMUNICATIONS<br>TRAINEE         |             |            |             |              |

### Police Dispatchers CWA Local Code 3806

PAY PLAN CODE: Police Dispatch

| POLICE DISPATCH |        |                            |           |           |            |            |             |  |  |
|-----------------|--------|----------------------------|-----------|-----------|------------|------------|-------------|--|--|
| Grade           | JCC#   | Job Title                  |           | Hourly    | Pay Period | Monthly    | Annually    |  |  |
|                 |        |                            |           |           |            |            |             |  |  |
| 10              | F512PR | POLICE RADIO<br>DISPATCHER | 1 - 2 YRS | \$29.2258 | \$2,338.06 | \$5,065.64 | \$60,789.56 |  |  |
|                 |        |                            | 2 - 3 YRS | \$31.3978 | \$2,511.82 | \$5,442.11 | \$65,307.32 |  |  |
|                 |        |                            | 3 YRS +   | \$34.2123 | \$2,736.98 | \$5,929.94 | \$71,161.48 |  |  |

**NOTE:** Probationary Period: One year.

## OPERATING ENGINEERS

### Operating Engineers Local 369D Code 036A

PAY PLAN CODE: OE Animal Shltr

| Grade | JCC#   | Job Title                         | Hourly    | Pay Period | Monthly    | Annually    |
|-------|--------|-----------------------------------|-----------|------------|------------|-------------|
|       |        |                                   |           |            |            |             |
| 5     | F546AC | ANIMAL CARE TECHNICIAN            | \$20.1119 | \$1,608.95 | \$3,485.95 | \$41,832.70 |
|       |        | HAZARDOUS DUTY PAY RATE           | \$21.3186 | \$1,705.49 | \$3,695.11 | \$44,342.74 |
|       |        |                                   |           |            |            |             |
| 15    | F545AC | SENIOR ANIMAL CARE<br>TECHNICIAN  | \$21.1245 | \$1,689.96 | \$3,661.47 | \$43,938.96 |
|       |        | HAZARDOUS DUTY PAY RATE           | \$22.3920 | \$1,791.36 | \$3,881.16 | \$46,575.36 |
|       |        |                                   | ~         |            |            |             |
| 23    | F545AF | ANIMAL SERVICES OFFICER           | \$21.9913 | \$1,759.30 | \$3,811.70 | \$45,741.80 |
|       |        | HAZARDOUS DUTY PAY RATE           | \$23.3108 | \$1,864.86 | \$4,040.41 | \$48,486.36 |
|       |        |                                   | °         |            | 0          | n           |
| 25    | F544AF | SENIOR ANIMAL SERVICES<br>OFFICER | \$23.1008 | \$1,848.06 | \$4,004.01 | \$48,049.56 |
|       |        | HAZARDOUS DUTY PAY RATE           | \$24.4868 | \$1,958.94 | \$4,244.24 | \$50,932.44 |

#### **NOTES:**

• All employees receive additional six percent hazardous duty pay for all hours worked.

• Qualified employees will receive an additional three percent euthanasia premium paid at a minimum of four-hour increments (not shown above).

• Probationary period: Six months.

• Effective 7/1/22, Removed grade step ladders.
## Operating Engineers Local 369D Code 036D

PAY PLAN CODE: OE Water Treat

|       |        | OPERATING ENGIN        | EERS LOC | AL 369    | DWATER     | IREAIMEN          |             |             |
|-------|--------|------------------------|----------|-----------|------------|-------------------|-------------|-------------|
| Grade | JCC#   | Job Tit                | е        |           | Hourly     | <b>Pay Period</b> | Monthly     | Annually    |
|       |        |                        |          |           |            | 1                 |             | ·           |
| 8     | F559DP | DISPATCHER             |          | \$19.9975 | \$1,599.80 | \$3,466.13        | \$41,594.80 |             |
|       |        |                        |          |           |            |                   |             |             |
| 13    | F557LA | LAB ANALYST            |          | \$20.6661 | \$1,653.29 | \$3,582.02        | \$42,985.54 |             |
|       |        |                        |          |           |            |                   | ·           |             |
| 18    | F558PA | POLLUTION CONTROL AIDE |          | \$20.8773 | \$1,670.18 | \$3,618.61        | \$43,424.68 |             |
|       | 1      |                        |          |           |            | 1                 | r           | ,           |
| 23    | F556MH | MAINTENANCE HELPER     |          |           | \$21.2420  | \$1,699.36        | \$3,681.83  | \$44,183.36 |
|       |        | 1                      |          |           | _          |                   |             |             |
| 33    | F556ME | MECHANICAL OPERATOR    |          |           | \$23.7991  | \$1,903.93        | \$4,125.05  | \$49,502.18 |
|       | F555SS | SLUDGE SPREADER        |          |           |            |                   |             |             |
|       | 1      |                        | 1        | 1         | 1          | 1                 | I           | ŀ           |
| 55    | F556SO | STOPPAGE OPERATOR/     | CABLE    | 88%       | \$20.2403  | \$1,619.22        | \$3,508.20  | \$42,099.72 |
|       |        | SEWER                  | WASH     | 92%       | \$21.0833  | \$1,686.66        | \$3,654.32  | \$43,853.16 |
|       |        |                        | VACTOR   | 100%      | \$22.9414  | \$1,835.31        | \$3,976.38  | \$47,718.06 |
|       |        |                        |          |           | -          |                   |             | r           |
| 38    | F557IP | POLLUTION CONTROL INSP |          | \$25.1180 | \$2,009.44 | \$4,353.65        | \$52,245.44 |             |
|       |        |                        |          |           |            | <u>.</u>          |             |             |
| 43    | F553MM | MECH-MNT WASTE TREAT   | 1        |           | \$27.4404  | \$2,195.23        | \$4,756.19  | \$57,075.98 |
|       | F553SE | STATIONARY ENGINEER I  |          |           | 1          |                   |             |             |

## Operating Engineers Local 369D Code 036D

PAY PLAN CODE: OE Water Treat

| Crada | JCC#   | Job Title                | Houmby    | Day Davied | Manthly    | Annually    |  |
|-------|--------|--------------------------|-----------|------------|------------|-------------|--|
| Grade | JCC#   | Job Title                | Hourly    | Pay Period | Monthly    | Annually    |  |
|       | 1      |                          |           |            | 1          | 1           |  |
| 48    | F554CA | ASST CHEMIST-WTP         | \$28.0386 | \$2,243.09 | \$4,859.88 | \$58,320.34 |  |
|       | F554WS | OPER-WASTE TRMT 1        |           |            |            |             |  |
|       |        |                          |           |            |            |             |  |
| 53    | F553WS | OPER-WASTE TRMT II       | \$31.1654 | \$2,493.23 | \$5,401.83 | \$64,823.98 |  |
|       | •      |                          | •         | •          |            | <u>.</u>    |  |
| 58    | F550CT | CONTROL TECH-WASTE TREAT | \$31.0639 | \$2,485.11 | \$5,384.24 | \$64,612.86 |  |
|       |        |                          |           |            |            |             |  |
| 63    | F551MM | MECH-MNT WASTE TREAT II  | \$31.3676 | \$2,509.41 | \$5,436.89 | \$65,244.66 |  |
|       | F551SE | STATIONARY ENGINEER II   |           |            |            |             |  |
|       |        |                          |           |            |            |             |  |
| 120   | F551MS | MECHANIC-SHOP            | \$31.3676 | \$2,509.41 | \$5,436.89 | \$65,244.66 |  |

#### **NOTES:**

• Employees assigned to work at the Water Treatment Plants receive additional 3 percent hazardous duty pay for all hours worked.

• Certain positions receive incentive pay when licenses are earned and maintained and/or other requirements are met. (See current MOU.)

• For Stoppage Operator, Cable Truck Proficient rate is posting and entry rate; employee must then pass proficiency test to move to higher rate.

• Probationary period: 60 days.

• Effective 7/1/22, Removed all grade step ladders.

## Operating Engineers Local 369D Code 0369

PAY PLAN CODE: OE Heavy Equip

| Grade | JCC#    | Job Title                       | Hourly           | Pay Period | Monthly                        | Annually           |
|-------|---------|---------------------------------|------------------|------------|--------------------------------|--------------------|
|       |         |                                 | -                |            |                                | -                  |
| 10    | F543SW  | OPERATOR-SWEEPER                | \$25.1319        | \$2,010.55 | \$4,356.06                     | \$52,274.30        |
|       | F543FD  | DRIVER-FUEL TRUCK               |                  |            |                                |                    |
|       | 1       |                                 |                  |            | 1                              |                    |
| 20    | F542HR  | MECH-HELPER HEAVY EQUIPMENT     | \$26.2050        | \$2,096.40 | \$4,542.06                     | \$54,506.40        |
|       | Í       |                                 |                  |            |                                |                    |
| 30    | F543GR  | GREASER                         | \$27.1193        | \$2,169.54 | \$4,700.53                     | \$56,408.04        |
|       | [       |                                 | +                | +          |                                | [+                 |
| 35    | F543AP  | ASPHALT PLANT OPERATOR          | \$28.7873        | \$2,302.98 | \$4,989.64                     | \$59,877.48        |
| 40    | F541HE  | OPERATOR-HEAVY EQUIPMENT        | \$31.3688        | \$2,509.50 | \$5,437.08                     | \$65,247.00        |
| 40    | F541BH  | OPERATOR-BACK HOE               | <i>ф</i> 31.3000 | φ2,509.50  | <i>ф</i> Э, <del>4</del> 37.00 | φ0 <u></u> ,247.00 |
|       | 1011011 |                                 |                  |            |                                |                    |
| 50    | F541MH  | MECH-HEAVY EQUIPMENT (1)        | \$31.9234        | \$2,553.87 | \$5,533.21                     | \$66,400.62        |
|       | •       |                                 |                  | •          |                                | •                  |
| 60    | F540HE  | OPERATOR-HEAVY EQUIPMENT/LD (3) | \$32.9371        | \$2,634.97 | \$5,708.93                     | \$68,509.22        |
|       |         |                                 |                  |            |                                |                    |
| 70    | F540MH  | MECH-HEAVY EQUIPMENT/LD (2)     | \$33.5195        | \$2,681.56 | \$5,809.87                     | \$69,720.56        |

#### **NOTES:**

(1) Includes tool allowance of \$86.67 per month (.50/hr). Effective 7/1/16 - The union included the tool allowance as part of the base salary.

(2) Includes \$86.67/month tool allowance plus 5 percent lead differential. Effective 7/1/16 – The union included the tool allowance as part of the base salary.

(3) Includes 5 percent lead differential.

• As an incentive not included in base pay above, the City shall pay all employees working a fixed shift between 3 p.m. to 10:59 p.m. an hourly premium of 25 cents per hour and those working a fixed shift between 11 p.m. to 6:59 a.m. an hourly premium of 45 cents per hour during the full term of the agreement beginning July 1, 1996. These rates shall be based on normal working hours during the shift.

• Probationary period: 90 days.

## Construction Inspection | Oper Eng 369D Code 036E

PAY PLAN CODE: OE Const Insp

| OPERATING ENGINEERS LOCAL 369D CONSTRUCTION INSPECTION |        |                             |           |            |            |             |  |  |
|--------------------------------------------------------|--------|-----------------------------|-----------|------------|------------|-------------|--|--|
| Grade                                                  | JCC#   | Job Title                   | Hourly    | Pay Period | Monthly    | Annually    |  |  |
|                                                        |        |                             |           |            |            |             |  |  |
| 15                                                     | F5547C | ZONE CONSTRUCTION INSPECTOR | \$27.7361 | \$2.218.89 | \$4.807.44 | \$57.691.14 |  |  |

#### **NOTES:**

• Probationary period: 60 days.

• Effective 7/1/22, Removed grade step ladders.

# MACHINISTS

## Machinist Desoto Lodge 3 | General Services Code 0035

PAY PLAN CODE: Machinists GS

|       |           | MACHIN                       | ISTS      |                        |            |             |
|-------|-----------|------------------------------|-----------|------------------------|------------|-------------|
| Grade | JCC#      | Job Title                    | Hourly    | Pay Period             | Monthly    | Annually    |
|       |           |                              |           |                        |            |             |
| 22    | F534UM    | MECHANIC-AUTOMOBILE          | \$22.9015 | \$1,832.12             | \$3,969.47 | \$47,635.12 |
|       | F534RM    | MECHANIC-TRUCK               |           |                        |            |             |
|       |           |                              |           |                        |            |             |
|       |           |                              |           |                        |            | 1           |
| 24    | F533FH    | REPAIRER-FIRE HYDRANT        | \$26.0388 | \$2,083.10             | \$4,513.24 | \$54,160.60 |
| 28    | F532FH    |                              | \$28.1219 | \$2,249.75             | ¢ / 07/ 71 | ¢F0 /07 FC  |
| 20    | FOOZEH    | REPAIRER-FIRE HYDRANT/LD (1) | \$20.1219 | \$Z,249.75             | \$4,874.31 | \$58,493.50 |
| 31    | F532AM    | MECHANIC-AUTOMOBILE MASTER   | \$30.6338 | \$2,450.70             | \$5,309.69 | \$63,718.20 |
|       | F532TM    | MECHANIC-TRUCK MASTER        |           |                        |            |             |
|       | 532MO     | MECHANIC-MOTORCYCLE          |           |                        |            |             |
|       | F532RA    | REPAIRER AUTO BODY           |           |                        |            |             |
|       | F532MM    | MECHANIC-MASTER              |           |                        |            |             |
|       | F532WM    | WELDER-MASTER                |           |                        |            |             |
|       | F532WC    | WELDER-COMBINATION           |           |                        |            |             |
|       | F532WR    | WELDER-RADIATOR REPAIR       |           |                        |            |             |
| 32    | F532MF    | MECHANIC-MNT/FIRE            | \$30.6338 | \$2,450.70             | \$5,309.69 | \$63,718.20 |
| JZ    | 1 3321411 |                              | \$50.0000 | φ2, <del>1</del> 30.70 | φ3,505.05  | ψ05,710.20  |
| 34    | F532AT    | TECH-AUTOMOTIVE RESTORATION  | \$30.9044 | \$2,472.35             | \$5,356.59 | \$64,281.10 |
|       | 1         |                              | 1.        | 1.                     | 1.         | 1.          |
| 35    | F532MH    | MECHANIC-HELICOPTER          | \$31.2930 | \$2,503.44             | \$5,423.95 | \$65,089.44 |
| 40    | F531MM    | MECHANIC-MASTER/LD (1)       | \$33.0845 | \$2,646.76             | \$5,734.47 | \$68,815.76 |
|       |           |                              |           |                        |            |             |
| 50    | F531MF    | MECHANIC-MNT FIRE/LD (1)     | \$33.0845 | \$2,646.76             | \$5,734.47 | \$68,815.76 |
| 60    | F531MH    | MECHANIC-HELICOPTER/LD (1)   | \$33.7965 | \$2,703.72             | \$5,857.88 | \$70,296.72 |

#### **NOTES:**

(1) Receives lead differential of 8 percent above base per 7/1/22 agreement.

• Probationary period: 90 days except for Fire Hydrant Repairers who serve a six-month probationary period.

## CRAFTS

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## Bricklayers Local 5 Code 0005

PAY PLAN CODE: Bricklayers

| BRICKLAYERS |        |                                       |           |            |            |             |  |  |
|-------------|--------|---------------------------------------|-----------|------------|------------|-------------|--|--|
| Grade       | JCC#   | Job Title                             | Hourly    | Pay Period | Monthly    | Annually    |  |  |
|             |        |                                       |           |            |            |             |  |  |
| 10          | F561BM | MNT BRICKLAYER/TILESETTER             | \$32.6099 | \$2,608.79 | \$5,652.20 | \$67,828.54 |  |  |
|             |        |                                       |           |            |            |             |  |  |
| 20          | F560BM | MNT BRICKLAYER/TILESETTER<br>LEAD (1) | \$34.1099 | \$2,728.79 | \$5,912.20 | \$70,948.55 |  |  |

#### **NOTES:**

(1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.

• As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

## Carpenters Local 345 Code 0345

PAY PLAN CODE: Carpenters

| CARPENTERS |        |                              |           |            |            |             |  |  |
|------------|--------|------------------------------|-----------|------------|------------|-------------|--|--|
| Grade      | JCC#   | Job Title                    | Hourly    | Pay Period | Monthly    | Annually    |  |  |
|            |        |                              |           |            |            |             |  |  |
| 10         | F561CR | MAINTENANCE CARPENTER        | \$32.6099 | \$2,608.79 | \$5,652.20 | \$67,828.54 |  |  |
|            |        |                              |           |            |            |             |  |  |
| 20         | F560CR | MAINTENANCE CARPENTER/LD (1) | \$34.1099 | \$2,728.79 | \$5,912.20 | \$70,948.54 |  |  |

#### **NOTES:**

(1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.

• As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

## Cement Masons Local 521 Code 0521

PAY PLAN CODE: Cement Masons

|       | CEMENT MASONS |                          |           |            |            |             |  |  |  |
|-------|---------------|--------------------------|-----------|------------|------------|-------------|--|--|--|
| Grade | JCC#          | Job Title                | Hourly    | Pay Period | Monthly    | Annually    |  |  |  |
|       |               |                          | _         |            |            |             |  |  |  |
| 10    | F561CF        | CONCRETE FINISHER        | \$32.6099 | \$2,608.79 | \$5,652.20 | \$67,828.54 |  |  |  |
|       |               |                          |           |            |            |             |  |  |  |
| 20    | F560CF        | CONCRETE FINISHER/LD (1) | \$34.1099 | \$2,728.79 | \$5,912.20 | \$70,948.54 |  |  |  |
|       |               | ·                        |           |            |            |             |  |  |  |

#### **NOTES:**

(1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.

• As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

#### IBEW Local 474 Code 0474

PAY PLAN CODE: Electricians

|          |                                                                              | ELE                                                                                                                                                                                                                          | CTRICIA                                       | NS                                        |                                                                                         |                                                                                                              |                                                                                                |                                                                                                   |
|----------|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Grade    | JCC#                                                                         | Job Title                                                                                                                                                                                                                    |                                               |                                           | Hourly                                                                                  | Pay Period                                                                                                   | Monthly                                                                                        | Annually                                                                                          |
| 05       | F525CA                                                                       | CRAFTS ASSISTANT                                                                                                                                                                                                             |                                               |                                           | \$18.4336                                                                               | \$1,474.69                                                                                                   | \$3,195.06                                                                                     | \$38,341.94                                                                                       |
| 10       | F524GR                                                                       | GROUNDSMAN                                                                                                                                                                                                                   |                                               |                                           | \$22.8266                                                                               | \$1,826.13                                                                                                   | \$3,956.49                                                                                     | \$47,479.38                                                                                       |
| 20       | F525SA                                                                       | TRAFFIC SIGNAL AIDE                                                                                                                                                                                                          | ENTRY                                         | 43.4%                                     | \$14.1590                                                                               | \$1,132.72                                                                                                   | \$2,454.15                                                                                     | \$29,450.72                                                                                       |
|          | F525EI                                                                       | COMM & SAFETY EQUIP INSTALLER<br>(TOP IS 70% OF GRADE 40)                                                                                                                                                                    | 6 MOS<br>12 MOS                               | 51.4%<br>70.0%                            | \$16.7610<br>\$22.8274                                                                  | \$1,340.88<br>\$1,826.19                                                                                     | \$2,905.15<br>\$3,956.62                                                                       | \$34,862.88<br>\$47,480.94                                                                        |
| 25       | F512BM                                                                       | BUILDING MAINT MECHANIC                                                                                                                                                                                                      |                                               |                                           | \$27.5958                                                                               | \$2,207.66                                                                                                   | \$4,783.12                                                                                     | \$57,399.16                                                                                       |
| 40       | F521EM<br>F521EF<br>F521EW                                                   | MNT ELECTRICIAN<br>FIRE MNT ELECTRICIAN<br>MNT ELECTRICIAN/WTP                                                                                                                                                               |                                               |                                           | \$32.6099                                                                               | \$2,608.79                                                                                                   | \$5,652.20                                                                                     | \$67,828.54                                                                                       |
|          | F521PR<br>F521AC                                                             | POLICE RADIO TECH<br>AIR COND/REF SERV TECH                                                                                                                                                                                  |                                               |                                           |                                                                                         |                                                                                                              |                                                                                                |                                                                                                   |
|          | F521ST                                                                       | TRAFFIC SIGNAL TECHNICIAN                                                                                                                                                                                                    |                                               |                                           |                                                                                         |                                                                                                              |                                                                                                |                                                                                                   |
| 46       | 1                                                                            |                                                                                                                                                                                                                              |                                               |                                           | \$33,8368                                                                               | \$2 706 94                                                                                                   | \$5 864 86                                                                                     | \$70 380 44                                                                                       |
| 46       | F520FC                                                                       | OPER-1ST CLASS STEAM/REF                                                                                                                                                                                                     |                                               |                                           | 1                                                                                       | \$2,706.94                                                                                                   | \$5,864.86                                                                                     | 1                                                                                                 |
| 46<br>50 | F520FC<br>F520EM<br>F520EF                                                   | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)                                                                                                                                            |                                               |                                           | \$33.8368                                                                               | \$2,706.94                                                                                                   | \$5,864.86                                                                                     | 1                                                                                                 |
|          | F520FC<br>F520EM                                                             | OPER-1ST CLASS STEAM/REF                                                                                                                                                                                                     |                                               |                                           | 1                                                                                       | 1.                                                                                                           |                                                                                                | \$70,380.44                                                                                       |
|          | F520FC<br>F520EM<br>F520EF<br>F520EW                                         | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)                                                                                                              |                                               |                                           | 1                                                                                       | 1.                                                                                                           |                                                                                                | 1                                                                                                 |
|          | F520FC<br>F520EM<br>F520EF<br>F520EW<br>F520PR                               | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)                                                                                  | ENTRY                                         | 50.0%                                     | 1                                                                                       | 1.                                                                                                           |                                                                                                | 1                                                                                                 |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520EW<br>F520PR<br>F520AC                     | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)                                                 | ENTRY<br>6 MOS                                | 50.0%                                     | \$34.1699                                                                               | \$2,733.59                                                                                                   | \$5,922.60                                                                                     | \$71,073.34                                                                                       |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520EW<br>F520PR<br>F520AC                     | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)<br>APP AC/REF SVC TECH                          |                                               |                                           | \$34.1699                                                                               | \$2,733.59                                                                                                   | \$5,922.60                                                                                     | \$71,073.34                                                                                       |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520PR<br>F520PR<br>F520AC<br>F522AC<br>F522PR | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)<br>APP AC/REF SVC TECH<br>APP POLICE RADIO TECH | 6 MOS                                         | 55.0%                                     | \$34.1699<br>\$16.3050<br>\$17.9353                                                     | \$2,733.59<br>\$1,304.40<br>\$1,434.82<br>\$1,695.74                                                         | \$5,922.60<br>\$2,826.11<br>\$3,108.68                                                         | \$71,073.34<br>\$33,914.40<br>\$37,305.32                                                         |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520PR<br>F520PR<br>F520AC<br>F522AC<br>F522PR | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)<br>APP AC/REF SVC TECH<br>APP POLICE RADIO TECH | 6 MOS<br>12 MOS                               | 55.0%<br>65.0%                            | \$34.1699<br>\$16.3050<br>\$17.9353<br>\$21.1968                                        | \$2,733.59<br>\$1,304.40<br>\$1,434.82<br>\$1,695.74                                                         | \$5,922.60<br>\$2,826.11<br>\$3,108.68<br>\$3,673.99                                           | \$71,073.34<br>\$33,914.40<br>\$37,305.32<br>\$44,089.2                                           |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520PR<br>F520PR<br>F520AC<br>F522AC<br>F522PR | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)<br>APP AC/REF SVC TECH<br>APP POLICE RADIO TECH | 6 MOS<br>12 MOS<br>18 MOS                     | 55.0%<br>65.0%<br>70.0%                   | \$34.1699<br>\$16.3050<br>\$17.9353<br>\$21.1968<br>\$22.8266                           | \$2,733.59<br>\$1,304.40<br>\$1,434.82<br>\$1,695.74<br>\$1,826.13                                           | \$5,922.60<br>\$2,826.11<br>\$3,108.68<br>\$3,673.99<br>\$3,956.49                             | \$71,073.34<br>\$33,914.40<br>\$37,305.32<br>\$44,089.2<br>\$47,479.33<br>\$50,870.8              |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520PR<br>F520PR<br>F520AC<br>F522AC<br>F522PR | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)<br>APP AC/REF SVC TECH<br>APP POLICE RADIO TECH | 6 MOS<br>12 MOS<br>18 MOS<br>24 MOS           | 55.0%<br>65.0%<br>70.0%<br>75.0%          | \$34.1699<br>\$16.3050<br>\$17.9353<br>\$21.1968<br>\$22.8266<br>\$24.4571              | \$2,733.59<br>\$1,304.40<br>\$1,434.82<br>\$1,695.74<br>\$1,826.13<br>\$1,956.57                             | \$5,922.60<br>\$2,826.11<br>\$3,108.68<br>\$3,673.99<br>\$3,956.49<br>\$4,239.10               | \$71,073.34<br>\$33,914.40<br>\$37,305.32<br>\$44,089.2<br>\$47,479.31                            |
| 50       | F520FC<br>F520EM<br>F520EF<br>F520PR<br>F520PR<br>F520AC<br>F522AC<br>F522PR | OPER-IST CLASS STEAM/REF<br>MNT ELECTRICIAN/LD (I)<br>FIRE MNT ELECTRICIAN/LD (I)<br>MNT ELECTRICIAN/WTP/LD (I)<br>POLICE RADIO TECH/LD (I)<br>AIR COND/REF SERV TECH/LD (I)<br>APP AC/REF SVC TECH<br>APP POLICE RADIO TECH | 6 MOS<br>12 MOS<br>18 MOS<br>24 MOS<br>30 MOS | 55.0%<br>65.0%<br>70.0%<br>75.0%<br>80.0% | \$34.1699<br>\$16.3050<br>\$17.9353<br>\$21.1968<br>\$22.8266<br>\$24.4571<br>\$26.0879 | \$2,733.59<br>\$1,304.40<br>\$1,434.82<br>\$1,695.74<br>\$1,826.13<br>\$1,956.57<br>\$2,087.03<br>\$2,217.48 | \$5,922.60<br>\$2,826.11<br>\$3,108.68<br>\$3,673.99<br>\$3,956.49<br>\$4,239.10<br>\$4,521.76 | \$71,073.34<br>\$33,914.40<br>\$37,305.32<br>\$44,089.2<br>\$44,089.2<br>\$50,870.8<br>\$50,870.8 |

#### NOTES:

- (1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.
- As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.
- Probationary period: Six months effective 7/1/96.

## Painters Local 49 Code 0049

PAY PLAN CODE: Painters

|       |        |                          | PAIN                      | TERS |           |            |            |             |
|-------|--------|--------------------------|---------------------------|------|-----------|------------|------------|-------------|
| Grade | JCC#   | Job Title                | 2                         |      | Hourly    | Pay Period | Monthly    | Annually    |
|       |        | -                        |                           |      |           |            |            |             |
| 20    | F561PA | PAINTER                  |                           |      | \$32.6099 | \$2,608.79 | \$5,652.20 | \$67,828.54 |
|       | F561PE | SIGNS & MARKING PAINTER  | ER                        |      |           |            |            |             |
|       |        |                          |                           |      |           |            |            |             |
| 30    | F560PA | PAINTER/LD (1)           |                           |      | \$34.1099 | \$2,728.79 | \$5,912.20 | \$70,948.54 |
|       | F560PE | SIGNS & MARKING PAINTER  | R/LD (1)                  |      |           |            |            |             |
|       | ^<br>  | •                        |                           |      |           |            |            |             |
| 10    | F562PA | PAINTER/APPRENTICE       | AINTER/APPRENTICE ENTRY 4 |      | \$14.6745 | \$1,173.96 | \$2,543.50 | \$30,522.96 |
|       |        | (TOP IS 85% OF GRADE 20) |                           |      |           |            |            |             |
|       |        |                          | 6 MOS                     | 55%  | \$17.9355 | \$1,434.84 | \$3,108.72 | \$37,305.84 |
|       |        |                          | 12 MOS                    | 65%  | \$21.1964 | \$1,695.71 | \$3,673.93 | \$44,088.46 |
|       |        |                          | 18 MOS                    | 70%  | \$22.8273 | \$1,826.18 | \$3,956.60 | \$47,480.68 |
|       |        |                          | 24 MOS                    | 75%  | \$24.4575 | \$1,956.60 | \$4,239.17 | \$50,871.60 |
|       |        |                          | 30 MOS                    | 85%  | \$27.7185 | \$2,217.48 | \$4,804.39 | \$57,654.48 |

#### **NOTES:**

(1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.

• As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

## Plumbers Local 17 Code 0345

PAY PLAN CODE: Plumbers

| PLUMBERS |                    |                                      |                                               |                                                                   |                                                                                    |  |  |  |
|----------|--------------------|--------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|------------------------------------------------------------------------------------|--|--|--|
| JCC#     | Job Title          | Hourly                               | Pay Period                                    | Monthly                                                           | Annually                                                                           |  |  |  |
|          |                    |                                      |                                               |                                                                   |                                                                                    |  |  |  |
| F561PL   | MNT PLUMBER        | \$34.5073                            | \$2,760.58                                    | \$5,981.07                                                        | \$71,775.08                                                                        |  |  |  |
|          |                    | 0                                    |                                               |                                                                   |                                                                                    |  |  |  |
| F560PL   | MNT PLUMBER/LD (1) | \$36.0073                            | \$2,880.58                                    | \$6,241.06                                                        | \$74,895.08                                                                        |  |  |  |
|          | F561PL             | JCC# Job Title<br>F56IPL MNT PLUMBER | JCC#Job TitleHourlyF561PLMNT PLUMBER\$34.5073 | JCC#Job TitleHourlyPay PeriodF561PLMNT PLUMBER\$34.5073\$2,760.58 | JCC#Job TitleHourlyPay PeriodMonthlyF561PLMNT PLUMBER\$34.5073\$2,760.58\$5,981.07 |  |  |  |

#### **NOTES:**

(1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.

• As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.

## Roofers Local 115 Code 0115

PAY PLAN CODE: Roofers

|       | ROOFERS |               |           |            |            |             |  |  |  |
|-------|---------|---------------|-----------|------------|------------|-------------|--|--|--|
| Grade | JCC#    | Job Title     | Hourly    | Pay Period | Monthly    | Annually    |  |  |  |
|       |         |               |           |            |            |             |  |  |  |
| 10    | F561RF  | ROOFER        | \$32.6099 | \$2,608.79 | \$5,652.20 | \$67,828.54 |  |  |  |
|       |         |               |           |            |            |             |  |  |  |
| 20    | F560RF  | ROOFER/LD (1) | \$34.1099 | \$2,728.79 | \$5,912.20 | \$70,948.54 |  |  |  |
| 20    | F560RF  | ROOFER/LD (1) | \$34.1099 | \$2,728.79 | \$5,912.20 | \$70,       |  |  |  |

#### NOTES:

(1) Receives lead differential, changed from 1.00 to 1.50 per hour effective 7/1/22.

• As an incentive not included in base pay above, the City agrees to pay all employees who work a fixed, non-rotating swing shift an additional 40 cents per hour and all employees who work a fixed, non-rotating graveyard shift an additional 40 cents per hour.



